

Selection, Development Assessments Prove to Be 'Spot On' for E·A·S·I-Consult® Client

The Client: A Fortune 500 international insurance company with more than 3,000 employees.

The Problem: How to effectively incorporate assessments into both selection and development processes

The Solution: The project was led by Rebekah Cardenas, Ph.D., vice president of business development and assessments solutions at E·A·S·I-Consult®. In this project and others, she applied her expertise to help leaders connect the dots between multiple data points, placed **that knowledge into the context of the organization, and assisted leaders' efforts to translate what they have learned about themselves into actionable change on their individual development plans.**

At the beginning of her work with the insurance company, Cardenas met with key **stakeholders within the insurance company's leadership team to discuss their vision for adding assessments to their selection and development strategies.**

After gaining a better understanding of the organization's needs and desired outcomes, Cardenas partnered with key leaders to develop two comprehensive solutions: assessment for selection and assessment for leadership development. These solutions were designed to **better inform the organization's decisions with regard to hiring and succession planning as well as to support leaders' development efforts.**

Step 1: Key components of the resulting solutions included the following: personality assessment, critical thinking assessment, learning agility assessment, structured behavioral interview, a business case analysis and 360-degree survey feedback (used in the leadership development solution only).

Step 2: E·A·S·I-Consult consultants partnered with key subject matter experts to develop and validate a business case analysis. This simulation affords leaders an opportunity to place themselves in real-world leadership challenges and demonstrate their ability to succeed.

Step 3: Once assessments are completed, E·A·S·I-Consult consultants conduct structured behavioral interviews with applicants and employees to better understand their strengths and opportunities for improvement. The interviews are developed around specific leadership

competencies that the organization has identified as being critical for the positions of interest.

The Outcome: Both assessment for selection and assessment for leadership development solutions have been implemented throughout multiple business groups within the organization. Recommended candidates have been selected and follow-up development coaching, **based on assessment feedback, has been incorporated into the organization's leadership onboarding practice.**

Cardenas said that the feedback from the client has been extremely positive. **“Working directly with leaders one-on-one is a privilege and hearing them respond that their assessment feedback reports are ‘spot on’ is one of the most rewarding aspects of my job”** Cardenas notes.

About the Author

E•A•S•I-Consult® works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E•A•S•I-Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information about people through professional assessment. To learn more about E•A•S•I-Consult, visit <https://easiconsult.com> or email ContactUs@easiconsult.com or call 800.922.EASI.